



Rotary Club of Topeka



The Rotary Club
of Minneapolis

Unconscious Bias Resource Guide

We thank you for attending the first ever joint meeting between [The Rotary Club of Harlem](#), [The Rotary Club of Topeka](#) and [The Rotary Club of Minneapolis](#) for an important conversation on Unconscious Racial Bias and Accountability. We created this resource page with the hopes that each member will seek to deepen their understanding on the concept of unconscious bias and how it plays a role in the context of our society. The topic of racial inequity and injustice is often a difficult topic of discussion, but until we can create a constructive dialogue, we will not be able to make the necessary progress towards substantial and long-lasting change. Please use the following resources to guide you in the potentially difficult conversations and self analysis that lie ahead. We are all in a constant state of learning, understanding and evolution. We appreciate you for being committed to this process and value your participation.

What is unconscious bias?

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

There are types of biases

1. **Conscious bias** (also known as **explicit** bias) and
2. **Unconscious bias** (also known as **implicit** bias)

It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well documented, biases may exist toward any social group. One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

- **Anti-Racism Resource Page - Articles, Podcasts, Books, Videos and Social Media**

bit.ly/ANTIRACISMRESOURCES

- **Racial Conversation Resource Guide**

<https://www.raceforward.org/practice/tools/10-ways-start-conversation-about-race>

- **Unconscious/ Implicit Bias Test - Harvard University**

<https://implicit.harvard.edu/implicit/takeatest.html>

- **Powerful Radio Story of America Facing its Past**

- **NPR, On the Media**
<https://www.wnycstudios.org/podcasts/otm>
Episode: July 3, 2020: “The worst thing we’ve ever done.”

- **Unconscious Bias Videos**

- **Jane Elliot - Brown Eyes Blues Eyes Experiment**
https://www.youtube.com/watch?v=1mcCLm_LwpE&t=1496s
- **Jane Elliott - Oprah Winfrey Show**
<https://www.youtube.com/watch?v=ebPoSMULI5U>
- **Doll Test Study - Anderson Cooper CNN (Parts 1 & 2)**
<https://www.youtube.com/watch?v=DYCz1ppTjiM>
<https://www.youtube.com/watch?v=EQACkg5i4AY>

- **Racial Equity Tools**

<https://www.racialequitytools.org/act/communicating/implicit-bias>

- **21 Day Racial Equity Habit Building Challenge - American Bar Association**

https://www.americanbar.org/groups/labor_law/membership/equal_opportunity/?fbclid=IwAR3flOi-EK52y8kmtMo5p3J7XYtAlkUzd0R1tVDAMehbkTlaQ0HnPXIf1D0